

The purpose of this exercise is to simulate a teambuilding experience with “real life” behaviors, values and attitudes that are commonly found in organizations. To enhance this experience, we ask that you demonstrate one of the behavioral attributes commonly found in dysfunctional teams. The purpose of this exercise is to examine how these behaviors impact teambuilding when there is an assigned project to complete.

When demonstrating these behaviors, please do not act overtly as this is not intended to be a humorous exercise. Please simply try to display the behavior in a manner that is not “over the top” but still provides a challenge that the team must deal with in order to complete the assigned project.

**Your assigned “behavior” is:**

Ambiguity – you are not clear about your role on the team or the goals of the project. You are consistently looking for clarification. Ambiguity regarding the context in which you are working may manifest risk aversion behaviors.

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Artificial Harmony – you are overly enthusiastic about the team. You are willing to look past unproductive behaviors so that on the surface it appears as though everything is harmonious on your team.

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Invulnerability – you cannot open yourself up to the group to create a trusting environment, being vulnerable means admitting that you might not know what or how to complete the project, but you would not be willing to admit that. It is difficult to work with you on the team because of the barriers you put up around you to mask your vulnerability.

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Low standards – you are not necessarily concerned with the quality of the work – you just want to get this done so you can move on to something else. How it looks, the process you use, etc. does not matter to you.

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Status and Ego – When playing this role, you are concerned about your status on the team and your ego is either impenetrable or fragile – either way creating an obstacle for the team to complete its objective.